# Social Work Progression in Salford Adult Social Care

# Assessed and Supported Year in Employment

Salford Adult Social Care (ASC) offer all new starters a safe route into social work by providing the Assessed and Supported Year in Employment (ASYE) which gives newly qualified social workers extra support during their first year of employment. The programme aims to develop skills, knowledge, and professional confidence in a safe learning environment with an experienced assessor, protected study time, reflective supervision, and a reduced caseload. There is a dedicated ASYE co-ordinator who facilitates monthly peer support groups, identifies learning and development opportunities, and provides on-going support throughout the year.

# Social Work – Level Three Progression

Level Three Progression is available to staff when they agree with their manager that they are working at the PCF level descriptor of an “experienced social worker” which involves taking on more complex work and demonstrating leadership. Level three social workers can access a wider variety of training, learning and development opportunities and they will also receive a pay increment upon successful completion.

# Social Work – Advanced Practitioner

The advanced practitioner role is for social workers who want to progress into a leadership and management role. The advanced practitioner will carry the most complex work and will also have opportunities to become involved in developing services.

# Social Work – Senior Leadership

There is training, learning and development opportunities for those who want to progress into senior leadership roles. The Talent and Organisational Development Team offer development programmes such as “leadership by all” and “high performing teams” to support staff into leadership and management roles.

# Practice Education

Salford ASC offer practice education training and development to social workers. This includes a hybrid model of training which is both virtual and face to face. Practice educators can then support student social workers. Social workers who have attended the training can also progress through to stage 1 and stage 2 practice educator through the programme. Salford ASC are also members of The Greater Manchester Social Work Academy (GMSWA) who provide practice education masterclasses, peer support groups and practice educator training and development opportunities across the different areas and universities.

# Best Interest Assessor/Approved Mental Capacity Professional (under LPS)

This training course is available to staff via the University of Manchester and there are opportunities in Salford ASC to specialise in this area of practice and gain support from our legal team, experienced Liberty Protection Safeguards (LPS) lead as well as the dedicated team.

# Specialised Social Work Roles and Champions

There are opportunities across Salford ASC to specialise in different areas of practice. We have dedicated carer’s social work roles, mental health teams, a hospital discharge team, and a safeguarding team. We work with partners to improve our health and social care services in Salford which means staff can become involved in development work. There are also a number of champion roles available in different areas of practice such as, direct payments and community led support.